

Talent Management Services

Turning talent attraction into a competitive advantage



What is Talent Management Services?

Talent Management Services (TMS) is a data-driven diagnostic and optimisation service that helps organisations understand how well their talent attraction engine is performing – and how to improve it.

Through structured Insight Scans, we benchmark your organisation against competitors and deliver a clear roadmap to attract better talent, reduce costs and strengthen employer brand performance.



The talent challenges we solve

Today's organisations face multiple, often hidden, challenges that impact hiring quality, cost and outcomes:

Weak employer brand perception, limiting attraction of top talent

- ✓ Underperforming DEIB sourcing, reducing reach and representation
- ✓ Hidden workforce costs, driving inefficient recruitment spend
- ✓ Lack of industry peer insight leaving leaders blind to their true market position
- ✓ High cost of wrong hires impacting productivity and retention
- ✓ Poor candidate experience leading to drop-off and reputational risk
- ✓ Under-optimised talent attraction overly reliant on paid advertising.

Talent Management Services directly addresses each of these challenges.



Features & Benefits



EMPLOYER BRAND & EVP OPTIMISATION

- ✓ **Feature:** Deep assessment and activation of your employer brand, EVP and culture messaging.
- ✓ **Benefit:** Improve employer brand perception and attract candidates who align and stay longer.



CANDIDATE EXPERIENCE REDESIGN

- ✓ **Feature:** End-to-end optimisation of the candidate journey, from first touch to application.
- ✓ **Benefit:** Reduce drop-off, improve perception and protect employer reputation.



INDUSTRY & PEER BENCHMARKING

- ✓ **Feature:** Insight scans benchmark your careers site, EVP, DEIB messaging and digital footprint against competitors.
- ✓ **Benefit:** Understand exactly where you rank in your industry and where you are losing talent to peers.



COST & EFFICIENCY OPTIMISATION

- ✓ **Feature:** Analysis of attraction spend, conversion rates and hidden workforce costs.
- ✓ **Benefit:** Reduce wasted spend, lower cost-per-hire and improve ROI.



DIVERSE & INCLUSIVE TALENT ATTRACTION

- ✓ **Feature:** Inclusive content, messaging and sourcing strategies built into your talent ecosystem.
- ✓ **Benefit:** Expand reach, improve representation and build more diverse candidate pipelines.



CONTENT-LED TALENT PIPELINES

- ✓ **Feature:** Targeted content strategies aligned to priority roles and skills.
- ✓ **Benefit:** Reduce wrong-hire risk by attracting better-fit, better-informed candidates.



How TMS works

- 1 Diagnose**
We run a series of structured Insight Scans across the end-to-end recruitment and employer brand journey.
- 2 Benchmark**
Your performance is benchmarked against peers, competitors, and best-in-class organisations.
- 3 Optimise**
You receive a clear, prioritised improvement roadmap focused on the highest-impact actions.
- 4 Improve continuously**
TMS sits within MethodX: Continuous improvement, ensuring insight leads to measurable, ongoing gains.



Business impact

- ✓ Improved employer brand perception
- ✓ Stronger diversity and inclusion outcomes
- ✓ Reduced cost-per-hire and hidden workforce costs
- ✓ Higher-quality, better-retained hires
- ✓ Enhanced candidate experience and reputation
- ✓ Clear industry positioning and peer comparison.



The result

A future-ready talent attraction ecosystem that reduces risk, improves quality of hire and delivers measurable return on investment.



READY TO GET STARTED?
Talk to us today.